

# **MASTER OF SCIENCE IN LEADERSHIP AND HUMAN RESOURCE DEVELOPMENT**

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## **A VALIDATION OF THE STRONG CAMPBELL INTEREST INVENTORY AS PART OF THE ADMISSIONS PROCESS AT THE UNITED STATES NAVAL ACADEMY**

**Thomas A. Sheppard-Lieutenant, United States Navy  
B.S., United States Naval Academy, 1994**

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**Advisors: J. Eric Fredland, Department of Economics, U.S. Naval Academy**

**Janice H. Laurence, Graduate School of Business and Public Policy**

The United States Naval Academy's primary focus is to produce quality leaders in the U.S. Navy and Marine Corps. As part of this effort, they believe good leaders must have the desire and ability to meet the high technical requirements of the duties of a Naval Officer. Therefore, the Academy wants applicants who exhibit not only strong academic and leadership skills, but also a strong interest in technical skills and a desire to select technical majors. The United States Naval Academy believes that using the Strong Interest Inventory (SII) will help meet this admissions goal. This research examines the use of the SII in the admissions process of the United States Naval Academy. The goal is to determine what benefits the instrument provides, specifically in predicting performance and major selection, and how to best use its results in the admissions process.

The results supported the predictive validity of the SII relative to major selection, but did not support its validity as a predictor of performance. Its inverse or neutral relationship to performance, though, supports the construct validity of the SII as an interest measure vice an academic or cognitive screening tool. The Strong Interest Inventory technical interest scale's predictive value in regard to major selection can be used to improve the U.S. Naval Academy's admissions process and help admit applicants who meet the demanding technical needs of the Navy.

**KEYWORDS:** Strong Interest Inventory, United States Naval Academy Admissions Process

## **THE RELATIONSHIP BETWEEN EMOTIONAL INTELLIGENCE AND LEADER PERFORMANCE**

**Michael A. Trabun-Major, United States Marine Corps  
B.A., Washington State University, 1986  
M.S., Capitol College, 1998**

**Master of Science in Leadership and Human Resource Development-March 2002**

**Advisors: W. Brad Johnson, United States Naval Academy**

**William R. Bowman, United States Naval Academy**

This study reflects a comparison of the measured emotional intelligence ability to the evaluated leadership performance of 104 select male and female U.S. Naval Academy midshipmen. Binary logistical regressions were used to analyze the impact of selected explanatory variables on the probability of an individual performing effectively as a squad leader. Separate leader performance models were estimated on the members of the sample, and some significant relationships between the EIQ scores and leadership performance were found. The results of this research assessed the utility of the Mayer, Salovey, Caruso Emotional Intelligence Test, Version 2 (MSCEIT v.2) to discriminate between effective leaders as inconclusive, while some scores from the MSCEIT v.2 were found to add to the predictive validity of each of the models. Conclusions and recommendations for further research are provided.

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**KEYWORDS:** Leadership, Emotional Intelligence, Military Performance, Training, Officer Accession, Personality Type, Psychology, EI, EQ, EIQ, EQI